

No Fear Report  
FY 2018

Complaint Activity	Comparative Data					FY 2018 thru 12/31/17
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number of Complaints Filed	8	6	7	3	4	0
Number of Complainants	8	6	7	3	4	0
Repeat Filers	0	0	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .</b></i>	2013	2014	2015	2016	2017	FY 2018 thru 12/31/17
Race	5	1	3	1	3	0
Color	3	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	2	1	2	1	2	0
Sex	4	4	4	2	3	0
National Origin	3	0	0	1	2	0
Equal Pay Act	0	0	0	1	0	0
Age	4	1	5	1	4	0
Disability	2	3	2	2	0	0
Genetic Information	0	0	0	0	0	0
Pregnancy Discrimination	0	0	0	0	0	0
Non-EEO	2	2	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					
<i><b>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</b></i>	2013	2014	2015	2016	2017	FY 2018 thru 12/31/17
Appointment/Hire	0	0	1	0	0	0
Assignment of Duties	3	1	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	3	4	1	0	0
Examination/Test	0	0	0	0	0	
<b>Harassment</b>						
Non-Sexual	2	0	2	2	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	1	2	3	0	4	0
<b>Reassignment</b>						
Denied	0	0	1	2	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	1	2	2	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	1	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	1	0	0	0	0
Other	7	2	0	0	0	0

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Processing Time	Comparative Data					FY 2018 thru 12/31/17
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Complaints pending ( for any length of time) during fiscal year						
Average number of days in investigation stage	0	0	156	73	0	73
Average number of days in final action stage	334	384	337	138	0	0
Complaint pending (for any length of time) during fiscal year where hearing was requested						
Average number of days in investigation stage						
Average number of days in final action stage						
Complaint pending (for any length of time) during fiscal year where hearing was not requested						
Average number of days in investigation stage	0	0	156	127	0	73
Average number of days in final action stage	334	384	337	138	0	0

Complaints Dismissed by Agency	Comparative Data					FY 2018 thru 12/31/17
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	5	3	10	3	2	0
Average days pending prior to dismissal	42	36	297	138	27	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	0	0	0

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Total Final Actions Finding Discrimination	Comparative Data										FY 2018 thru 12/31/17	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Without Hearing												
With Hearing												

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											FY 2018 thru 12/31/17	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
Findings After Hearing												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												
Findings Without Hearing												
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Genetic Information												
Non-EEO												

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Findings of Discrimination Rendered by Issue	Comparative Data										FY 2018 thru 12/31/17	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of												
Time and Attendance												
Training												
Other												
Findings After Hearing												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
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Promotion/Non-Selection												
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Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

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<b>Findings Without Hearing</b>												
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					FY 2018 thru 12/31/17
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	6	5	2	0	0	0
Total Complainants	6	5	2	1	0	0
Number complaints pending						
Investigation	0	0	0	1	0	1
Hearing	0	0	0	0	0	0
Final Action	1	1	2	0	0	0
Appeal with PAB/GC	2	3	4	4	3	3

Complaint Investigations	Comparative Data					FY 2018 thru 12/31/17
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0